

Uganda

Worker Classifications

There are no official subcategories of Workers in Uganda.

Fixed Term Contracts

There is no regulation of fixed term contracts (their maximum duration or renewals) in Uganda.

Probationary Periods

The maximum length of the probationary period is six months but may be extended to one year with the consent of the Worker. A probationary contract may be terminated by either party after giving at least 14 days' notice or by the employer after paying 7 days' wages in lieu of notice at least 14 days' notice or by the employer after paying 7 days' wages in lieu of notice.

Holidays

In Uganda, Workers are entitled to 13 paid public holidays. Workers are entitled to 200% of their hourly rate if they work on public holidays.

Vacation

Every Worker, after at least six (6) months of service, is entitled to 21 working days paid annual leave at a rate of 7 days for each period of 4 continuous months of service. Vacation days are accrued in the monthly payroll and are payable upon termination of employment by either party.

Sick Leave

The Worker shall be granted sick leave up to one (1) month on full salary and if at the end of the second month the sickness of the employee continues, the employer is entitled to terminate the contract of service on complying with all the terms of this contract of service up to the time of termination of employment.

Working Hours

Regular working hours in Uganda are 8 hours per day and 48 per week. Work overtime, which includes any hours worked in excess of regular working hours, may not exceed 10 hours per day and 56 hours per week.

Overtime

Workers are entitled to a rate of 150% of their normal wage for any hours worked in excess of regular working hours.

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Mandatory Bonuses

There are no mandatory bonuses in Uganda.

Termination

An employer has the right to dismiss Workers with evidence of an acceptable reason. If the employer fails to provide evidence of an acceptable reason, then the dismissal shall be deemed unfair. Employers must provide notice of termination 2 weeks in advance if the Worker has worked between six months and one year; 1 month if the Worker has worked between one year and five years; 2 months if the Worker has worked between five years and ten years; and 3 months if the worker worked for greater than ten years.

Resignation

A Worker terminating their employment contract is required to give a minimum notice period of between two weeks to 3 months, which may be contractually specified. A Worker may resign with or without notice in the case of misconduct on the part of the employer.

Other End Of Employment Rules

Severance pay or severance allowance is a sum paid by an employer to a Worker who has been in continuous service in circumstances where the Worker's employment contract is involuntarily terminated. To claim severance pay, a Worker must have worked continuously for a period of six months or more. The circumstances that may give rise to severance pay include unfair dismissal of the Worker, insolvency or bankruptcy of the employer, death or incapacity of the Worker, and an order of termination of the contract by the labor officer due to inability to pay wages by the employer. Workers who are justifiably dismissed are not entitled to severance pay. The law does not prescribe the sum payable but leaves it for negotiation between the Worker and the employer.